



# COMMONWEALTH of VIRGINIA

## *Department of Veterans Services*

Paul E. Galanti  
Commissioner

Telephone: (804) 786-0286  
Fax: (804) 786-0302

September 28, 2012

Mr. James C. Godwin, Jr., SPHR  
Vice President of Human Resources  
Bon Secours Virginia Health System  
5801 Bremono Road  
Richmond, Virginia 23226

Dear Mr. Godwin,

Thank you for your request dated September 25, 2012 to enter the Virginia Values Veterans (V3) Certification Program. We have verified you have received the training required to execute a Veteran Talent Acquisition and Retention (Vet Pipeline) Program to meet our future hiring needs and you understand how to focus our hiring and retention efforts to specifically hire and retain Veterans.

We will add your company to our growing list of companies who are re-capitalizing their workforce with this wonderful American resource. We have recorded the following information. Bon Secours Virginia Health System is a not-for-profit health system in the over 1,000 employee category. Over the next year, Bon Secours Virginia expects to hire fifty Veterans. We believe Veterans to include serving Guardsmen and Reservists will play an essential role in the recapitalization of our workforce and will be the future leaders of our business.

The Virginia Values Veterans certification program is re-capitalizing Virginia's workforce with Veterans and your participation is critical to the effort of energizing Virginia's economy and being an example of how Virginia Values Veterans.

To recognize your efforts you are cordially invited to the next Virginia Values Veterans Conference and Training Session to be awarded your certification. My staff will be in contact with your to schedule a mutually convenient date. Also, we will be regularly communicating with your to capture your lessons learned and best practices so we may share them with other Virginia companies like yours.

We look forward to seeing your year-end report to validate your V3 efforts and continuing in the V3 Certification Program for many, many years to come.

Respectfully Submitted,

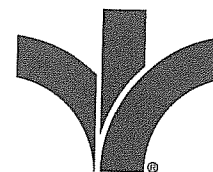
A handwritten signature in black ink, appearing to read "Paul E. Galanti".

Paul E. Galanti  
Commissioner

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900 East Main Street, Richmond, Virginia 23219

[www.virginiaforveterans.com](http://www.virginiaforveterans.com)



**BON SECOURS  
VIRGINIA HEALTH SYSTEM**  
Bon Secours Health System, Inc.

September 28, 2012

Commissioner Paul Galanti  
Virginia Department of Veterans Services  
900 East Main Street  
Richmond, VA 23219  
Courtesy Copy to Deputy Commissioner Bill Janis

RE: Letter of intent to participate in the Virginia Values Veterans (V3) Certification Program

Dear Commissioner Galanti:

Bon Secours Virginia Health System hereby presents intent to be considered for the Virginia Values Veterans (V3) Certification Program. We understand how we will continue to focus our hiring and retention efforts to specifically hire and retain Veterans.

Bon Secours Virginia Health System is a not-for-profit health system in the over 1,000 employee category. Over the next year, Bon Secours Virginia expects to hire fifty (50) Veterans. We believe Veterans to include serving Guardsmen and Reservists will play an essential role in the recapitalization of our workforce and will be the future leaders of our business.

We are very proud of the fact that we were recently honored by the Families and Work Institute (FWI) as a recipient of the Work Life Legacy Military Award. Our focus is to not only recruit and retain veterans, but also support the families and communities in which we serve.

We are excited to do our part in the Commonwealth of Virginia to re-capitalize our workforce with Veterans thereby energizing Virginia's economy and being an example of how Virginia Values Veterans.

Respectfully Submitted,

James C. Godwin, Jr., SPHR  
Vice President of Human Resources

William Barrett, Jr.  
Vice President of Military Affairs